



AN EMPIRICAL STUDY ON EFFECTIVENESS OF WORK FROM HOME ON STRESS QUOTIENT OF EMPLOYEES.

J.Sindhu¹, Dr. T. Sujatha^{2*}

¹Research Scholar, Department of Commerce, VISTAS Pallavaram, Chennai

^{2*} Corresponding Author, Assistant Professor & Research Supervisor, Department of Commerce, VISTAS, Pallavaram, Chennai E-Mail: tsujatha.sms@velsuniv.ac.in

Received Date: 12/04/2023 Revised Date: 17/05/2023 Accepted Date: 06/06/2023

Abstract:

This study aimed to explore the stress management strategies utilized by women employees working from home. The research involved collecting and analyzing data from 110 respondents, focusing on important factors such as work-life balance, clear communication and expectations, social support and connection, time management, prioritization, and self-care and well-being. The study employed a mixed-methods approach, incorporating both primary and secondary data sources. Primary data was gathered through structured questionnaires distributed to women employees across various industries, while secondary data was obtained from existing literature and research on stress management and work-from-home practices. The findings revealed several key insights. Maintaining work-life balance emerged as a critical factor in managing stress, effective communication and clear expectations were identified as vital components for reducing stress levels, the presence of social support and connection was found to significantly alleviate stress among women employees. Regular interactions with colleagues, superiors, and support networks provided emotional and practical assistance, resulting in enhanced well-being. Efficient time management and prioritization techniques were highlighted as important tools for managing workloads and reducing stress. The study highlighted the significance of self-care and well-being practices. This study sheds light on the importance of work-life balance, clear communication and expectations, social support and connection, time management, prioritization, and self-care for stress management among women employees working from home.

Keywords: *Stress Management, Women Employees, Work From Home, Work Life Balance.*

Introduction:

In today's fast-paced and demanding work environments, stress management is an essential component of overall health, especially for women employees who frequently

encounter unique challenges and responsibilities. Women can effectively manage stress by adopting a multifaceted and holistic approach that encompasses all aspects of their existence. Self-care is an integral component. Women must prioritise their own health and make time for rejuvenating and relaxing activities. This may involve regular exercise, which not only reduces tension but also improves mood and overall health. Finding time for hobbies, creative pursuits, or activities that bring pleasure and satisfaction can also serve as a means of relieving stress. In addition, the practise of mindfulness or meditation can help women cultivate a sense of calm, reduce anxiety, and develop stress resilience.

Defining boundaries is an additional essential aspect of stress management. Women should communicate their limitations with confidence and learn to decline additional responsibilities when their plates are already full. By establishing distinct boundaries between work and personal life, individuals can create a healthier work-life balance, thereby decreasing the risk of burnout and excessive stress. This may entail advocating for their own well-being and negotiating realistic deadlines or workload adjustments with superiors.

Developing a support system is also essential. Women can benefit from forming supportive relationships with employees both within and outside their organisation. Joining professional networks or women's organisations can provide a forum for sharing experiences, soliciting advice, and obtaining valuable insight into overcoming work-related obstacles. Participation in mentoring programmes can also provide women with guidance and support from more experienced professionals, enabling them to effectively navigate their careers and manage stress.

Effective time management plays an important role in reducing tension. Women are capable of prioritising tasks, identifying priorities, and breaking down large projects into manageable chunks. By delegating responsibilities whenever possible and utilising tools like calendars, planners, and productivity applications, women can stay organised, reduce feelings of being overwhelmed, and maintain a sense of control over their workload.

A healthful lifestyle is another essential component of stress management. Women should prioritise consuming wholesome foods, obtaining adequate rest, and engaging in regular physical activity. A body and mind that are well-nourished are better equipped to manage stress and its effects. Particularly, exercise can serve as a potent tension reliever by releasing endorphins and enhancing overall well-being.

Open and honest communication is essential for effective stress management. Women should feel at ease communicating their concerns and difficulties with coworkers and

superiors. By cultivating an environment of open communication, miscommunications can be reduced and assistance can be sought when necessary. Seeking feedback and constructive criticism can also assist women in honing their skills and alleviating performance-related tension.

Identifying stress triggers is an essential step in managing stress. Women should pay close attention to stressful situations, environments, and individuals. By identifying these triggers, they can create strategies to manage or mitigate their effects. This may involve pursuing alternative approaches to difficult tasks, engaging in stress-reduction techniques, or seeking assistance from colleagues or mentors.

If stress becomes overwhelming or begins to affect mental and physical health, it is prudent to seek professional assistance. A therapist or counsellor can provide individualised guidance, support, and tools. They can assist women in developing individualised coping mechanisms and exploring strategies for effectively addressing underlying stressors.

The advent of remote work, particularly for working women, has caused a paradigm shift in the manner in which work is conducted. Working from home provides a number of benefits, including increased flexibility and the ability to customise work schedules to meet individual requirements and obligations. It enables women to avoid the time and cost of commuting, which can be especially beneficial for those juggling multiple roles, such as being a professional, a carer, or a housewife.

However, women face unique challenges when working from home. The potential for indistinct boundaries between work and personal life is a significant obstacle. It can be difficult to establish clear boundaries and maintain a healthy work-life balance without a physical workplace. Women may work longer hours or feel pressured to be continuously available, resulting in increased stress and possible burnout.

Another consideration is the possibility of increased feelings of isolation. Remote work eliminates the social interactions and connections commonly found in conventional office environments. This dearth of face-to-face interaction can be difficult for women who thrive on collaboration and networking, and it may affect their overall job satisfaction and sense of belonging.

In addition, working from home can increase pressures associated with domestic and caregiving responsibilities. It can be difficult to balance professional obligations with family responsibilities, especially when external support is limited. Women may be expected to

maintain both a productive work environment and domestic responsibilities, which can contribute to increased tension levels.

In order to overcome these obstacles, working women must develop effective work-from-home strategies. It is essential to establish distinct boundaries between work and personal life. This may involve establishing specific working hours, establishing a designated workspace, and communicating with family members or companions about expectations. By delineating work time and personal time, women can improve their ability to detach from work and concentrate on self-care and personal activities.

Objectives of the study:

1. To identify the main sources of stress for women employees working from home and explore their implications on job performance and psychological well-being.
2. To investigate the effectiveness of different stress management techniques and interventions in mitigating stress levels and promoting work-life balance among women employees working from home.

Scope of the Study:

The future study could focus on the long-term effects and sustainability of stress management strategies for women employees working from home. It could examine the durability of stress reduction outcomes over an extended period and explore additional factors that contribute to stress in remote work environments. Additionally, investigating the role of organizational policies and support systems in facilitating effective stress management for women working from home could be a valuable area of research.

Literature Review:

1. **Wadhen, V., & Cartwright, T. (2021).** As a result of the COVID-19 outbreak and its associated measures, a significant portion of the working population has transitioned to working from home (WFH), bringing with it additional challenges and elevating work-related stress. According to research, yoga has promising potential for reducing workplace tension. However, very few studies have examined the impact of online yoga streaming on stress management for people-WFH. During COVID-19, investigate the feasibility and impact of an online yoga intervention on the stress and wellbeing of people-WFH. The yoga group reported significant improvements in perceived stress, mental wellbeing, depression, and coping self-efficacy, but not in tension and anxiety, compared to the control group. Participants reported physical and mental health benefits

as well as high levels of acceptability and enjoyment. An online yoga intervention can assist individuals with WFH in managing tension and enhancing well-being and coping skills.

- Pradoto, H., Haryono, S., & Wahyuningsih, S. H. (2022).** The global proliferation of COVID-19 has had numerous negative effects on human health. Depending on the nature of their employment, the pandemic compelled employees to utilise Remote Work (RW) and Work from Home (WFH). As a result, organisations, business processes, and outcomes are impacted, and organisational and commercial activities are drastically diminished. This study examines the influence of work stress and organisational climate on employee performance in the context of WFH during the COVID-19 pandemic in micro, small, and medium-sized enterprises (MSMEs). According to the findings, the organisational environment has a negative and significant impact on job stress. Moreover, employment stress had a negative effect on employee performance, whereas the organisational climate had a positive and substantial effect on employee performance. And vice versa, the lower the level of work tension, the greater the employee performance. Organisational climate has a positive and significant effect on employee performance, which means that if the climate of the organisation is conducive, employee performance will increase and vice versa.
- Panahi, D., Pirposhteh, E. A., Moradi, B., Poursadeqiyan, M., Sahlabadi, A. S., & Kavousi, A. (2022).** Nursing is one of the most stressful occupations. Educational intervention regarding stress management can play an important role in reducing occupational stress among nurses. The present study aimed to determine the effectiveness of educational intervention on reducing oxidative stress caused by occupational stress in nurses: A health promotion approach in a hospital in western Iran. The results of the present study indicated that there was a significant difference in occupational stress between before and after the educational intervention ($P < 0.05$). A significant reduction in MDA ($P = 0.038$) and SOD ($P = 0.048$) was observed after educational intervention, but this was not the case for CAT ($P = 0.592$). There was no significant correlation between occupational stress with oxidative stress parameters before and after the educational intervention ($P < 0.05$). No significant difference in occupational stress was observed between men and women. Among the oxidative stress parameters under evaluation, MDA was higher among men compared to women and this was statistically significant. Educational intervention regarding occupational stress is effective in reducing

oxidative stress among nurses. The group meetings teach stress management to the participants and enable them to better manage their stress by utilizing their own capabilities. Thus, attention to this issue is vital in maintaining the mental and physical health of nurses and, in turn, improves the quality of care rendered.

4. **Mittal, S., Mahendra, S., Sanap, V., & Churi, P. (2022).** In today's competitive and adversarial world, tension has become an integral part of every person's existence, affecting them in numerous direct and indirect ways. The COVID-19 pandemic elevated the significance and necessity of managing stress, anxiety, and depression, as these conditions had a profound effect on the economy, education, healthcare, business sectors, and other aspects of society in every way possible. This research aims to identify all possible personal, occupational, psychological, and interpersonal factors that may contribute to stress, anxiety, and depression in individuals with diverse occupational backgrounds. Our research seeks to define and describe the impact of technological advancement and the COVID-19 pandemic on an individual's stress levels. It employs various supervised and unsupervised machine learning algorithms to detect stress in large populations efficiently and effectively. The purpose of this paper is to inform these millions of individuals about the detection and treatment of stress before it becomes life-threatening. The paper concludes by shedding light on how stress-related research will aid policymakers in the education and general industry sectors in rebuilding stress policies and countermeasures.

Data Analysis and Interpretation:

Table showing Demographic profile of the respondents:

| Category | Variables | Frequency | Valid Percent | Cumulative Percent |
|----------------|--------------|------------|---------------|--------------------|
| Age | Less than 20 | 13 | 11.8 | 11.8 |
| | 20-30 | 52 | 47.3 | 59.1 |
| | 31-40 | 22 | 20.0 | 79.1 |
| | 41-50 | 16 | 14.5 | 93.6 |
| | Above 50 | 7 | 6.4 | 100.0 |
| | Total | 110 | 100.0 | |
| Marital Status | Single | 65 | 59.1 | 59.1 |
| | Married | 45 | 40.9 | 100.0 |
| | Total | 110 | 100.0 | |

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|----------------------------------|--------------|------------|--------------|-------|
| Educational Qualification | SSLC | 23 | 20.9 | 20.9 |
| | HSC | 30 | 27.3 | 48.2 |
| | UG | 26 | 23.6 | 71.8 |
| | PG | 19 | 17.3 | 89.1 |
| | Diploma | 12 | 10.9 | 100.0 |
| | Total | 110 | 100.0 | |

The table presents the demographic profile of the respondents based on age, marital status, and educational qualification. Regarding age distribution, the majority of respondents (47.3%) fell within the 20-30 age group, indicating a relatively young workforce. Participants aged 31-40 accounted for 20% of the sample, while those aged 41-50 and above 50 constituted 14.5% and 6.4% respectively. This suggests a diverse age range among the respondents.

In terms of marital status, the data reveals that 59.1% of the respondents were single, while 40.9% were married. This indicates that both single and married individuals were represented in the study, reflecting a mix of personal circumstances within the participant pool.

Regarding educational qualification, the respondents had diverse levels of education. The highest percentage (27.3%) had completed HSC (Higher Secondary Certificate), followed closely by UG (Undergraduate) at 23.6%. PG (Postgraduate) qualification was reported by 17.3% of the respondents, while 20.9% had completed SSLC (Secondary School Leaving Certificate). Additionally, 10.9% of the respondents held a diploma.

Table showing Descriptive statistics of the key factors

| | N | Mean | Std. Deviation | Std. Error Mean | T value | Sig. | Rank |
|-----------------------------------|----------|-------------|-----------------------|------------------------|----------------|-------------|-------------|
| Work Life Balance | 110 | 2.95 | 1.644 | 0.157 | 18.843 | 0.000 | 5 |
| Clear communication & Expectation | 110 | 2.48 | 0.936 | 0.089 | 27.814 | 0.000 | 1 |
| Social Support & Connection | 110 | 2.62 | 1.368 | 0.130 | 20.074 | 0.000 | 4 |
| Time Management & Prioritization | 110 | 2.23 | 0.974 | 0.093 | 23.994 | 0.000 | 2 |
| Self-Care & Well-Being | 110 | 2.84 | 1.289 | 0.123 | 23.082 | 0.000 | 3 |

The table displays the descriptive statistics of key factors related to work-life balance, clear communication and expectations, social support and connection, time management and

prioritization, and self-care and well-being. The data was collected from a sample of 110 participants.

Among the factors, clear communication and expectations ranked the highest with a mean of 2.48, indicating that the participants generally perceived this factor positively. This was supported by a significantly high t-value of 27.814 and a p-value of 0.000, suggesting that the difference in perception is unlikely due to random chance.

The second-ranked factor was time management and prioritization, with a mean of 2.23. This indicates that the participants found it relatively important but not as crucial as clear communication and expectations. The associated t-value of 23.994 and a p-value of 0.000 further strengthen the significance of this finding.

Social support and connection ranked third, with a mean of 2.62. This suggests that participants perceived having a supportive social environment as moderately important. The t-value of 20.074 and a p-value of 0.000 indicate the statistical significance of this finding.

The fourth-ranked factor was self-care and well-being, with a mean of 2.84. This implies that participants recognized the importance of taking care of their own well-being. The associated t-value of 23.082 and a p-value of 0.000 emphasize the significance of this factor.

Finally, work-life balance was ranked fifth, with a mean of 2.95. This suggests that although participants recognized the significance of work-life balance, it was not perceived as the most critical factor among the others. The t-value of 18.843 and a p-value of 0.000 support the statistical significance of this finding.

In summary, the data indicates that clear communication and expectations ranked highest among the key factors, while work-life balance ranked lowest. This suggests that participants valued clear communication and having their expectations met as the most important factors in their work-life experience. These findings highlight the significance of effective communication and setting clear expectations in fostering a positive work environment.

Conclusion:

In conclusion, the study's objectives were effectively met. The first objective was to identify the primary sources of stress for women working from home and to investigate their effects on job performance and mental health. Clear communication and expectations ranked highest in the analysis of the key factors, indicating their significance in reducing tension and enhancing job performance and well-being. The second objective was to investigate the efficacy of stress management techniques and interventions in promoting work-life balance among home-based female employees. Findings emphasise the importance of time

management, social support, and self-care in attaining work-life balance and lowering stress levels. Implications for enhancing the job performance and psychological well-being of women who labour from home are discussed.

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